



NewsNotes

A Quarterly Publication of the Virginia Rehabilitation Association
2008 Third Quarter, July-September No. 31

Presidential Pondering by Amy Miller

Well, it's hard to believe summer is here! Even with this hot weather, I hope everyone is able to get out and enjoy! Typically summertime is the time when things slow down, people relax, take time off from work, go to the beach, the lake, etc. This is not the case for our board members and faithful volunteers. We are busy gearing up for the 9th Annual VRA Benjy Burnett Memorial Golf Classic on Tuesday, September 9th at Hunting Hawk Golf Course. I would like to give a special thanks to Howard Green and Liz Smith for all their hard work. I would also like to thank Garth Larcen with Positive Vibe Café. We need gifts and prizes for that day, so if you can donate them or have connections in the community willing to make donations, please let Howard Green know.

VRA, VRCEA, and VARL have held some great trainings this year for our members. Please take advantage of these opportunities. It's a great chance to network, gain valuable information and let's not forget our CRC credits!

We also have several of our VRA members working hard on the Collaborations Conference. Remember to mark your calendar to join us at Virginia Beach October 5th – 7th. Hope to see you there!

One more thing about Collaborations: Who is familiar with the Norman C. Hammond Award? The A. R. Dawson Humanitarian Award? The R. N. Anderson Award for Leadership? These are just a sample of many VRA awards presented to deserving individuals in the rehabilitation field at the Collaborations Conference. Eleanor Williams would love to be overwhelmed with nominations. For more details on the awards and making nominations, check out our website or contact Eleanor. The deadline for nominations is August 22, 2008.

Presidential Pondering (continued on page 2)

VRA Education Report

I am happy to report that we have planned trainings in progress!

Upcoming trainings include:

- 1 Dealing with Difficult People by Dr. Robert Froehlich in Charlottesville
- 2 Autism Spectrum Disorder Training is being planned in Richmond

Thank you to everyone that has supported the Education committee with creating VRA's successful training events! As always, if you may know of anyone that may be able to present for a VRA training please let Samantha Ruppert know (804-662-7183) so we can start planning! J

Previous 2008 trainings included:

- 1 Culturally Appropriate on April 10, 2008- VRA
- 2 VARL- The Intersection of Race and Class (5/16/08) and Catching Greatness (6/12/08)

Upcoming Trainings include:

- 1 Dealing with Difficult People 8/28/08, Charlottesville, VA
- 2 Snatching Victory from the Jaws of Defeat (VRA sponsored) July 17th Norfolk, VA and July 18th Springfield, VA.
- 3 Autism Spectrum Disorder (tbd)

Submitted by Samantha L. Ruppert

Let VRA Work For You



Presidential Pondering

(Continued from page 1)

Finally, I want to encourage all members to become involved in the Association. You may worry about not having enough time, too much else to do, or not sure how you can contribute, but you can. It really doesn't take much. One simple thing everyone can do is talk to your co-workers or community partners about joining VRA; make a suggestion to our Education Committee about a training you'd like to have; volunteer for a few minutes at our golf tournament or table at Collaborations. That was just a sample of the possibilities. The more people involved the better.

**Submitted by Amy Miller,
2008 VRA President**

Call for VRA Award Nominations

Is it too early? NO! It is time to think about recognizing your colleagues, businesses, and successful customers for their award winning EXCELLENCE? YES!

This year, in an effort to get more nominations as well as nominations in all categories, the Awards Committee will be accepting nominations from January 1, 2008 – August 22, 2008. The award categories, descriptions of each, and nomination form are located within your NewsNotes. Take the time right now and each month to nominate someone you feel is deserving of an award.

Nominations can be submitted by email/mail to:

Eleanor Williams

c/o DRS – Internal Audit

8004 Franklin Farms Drive

Richmond, Virginia 23229

Phone: 804-662-7075

Email: Eleanor.williams@drs.virginia.gov

The Central VA Legal Aid Radio Show

Starting June 18, tune into WRIR 97.3 FM for a brand new program. Every Wednesday from 12:30 to 1:00 PM, listen to WRIR for the Central Virginia Legal Aid radio show. There will be news, interviews, and on-air answers to listeners' questions about consumer, employment, family, housing, public benefits, and other civil - non-criminal -- law. It's law for the rest of us each Wednesday at 12:30 PM on the Central Virginia Legal Aid radio show right here on WRIR -- 97.3 FM, Richmond Independent Radio.

Submitted by Mary Kay Johnston

VRA Award Descriptions

Norman C. Hammond Award: Mr. Hammond was credited with creating "IBM Data Processing for the Handicapped" Program. This award was established to honor business and industry leaders whose contributions to the field of rehabilitation in Virginia are outstanding and result in the employment of persons with disabilities. Eligible for this award may be organizations or industrial leaders that have made a contribution to the rehabilitation of individuals with disabilities in activities over and beyond the purpose for which the organization was established. Preference is given to individuals or

Award Descriptions (continued on page 3)





Award Descriptions

(continued from page 2)

organizations that have effectively and actively advocated for individuals with disabilities; introduced innovative programs and approaches to rehabilitation; and impact rehabilitation beyond the Commonwealth of Virginia.

Franz Stillfried Barrier

Free Achievers Honor Roll:

Established in 1988 to recognize efforts made by individuals, businesses or organizations for the removing of architectural, attitudinal and environmental barriers. A plaque honoring Mr. Stillfried's work for more accessible facilities was prepared and presented to Mr. Stillfried's family when this award was established. Awarded to an individual who has exercised notable leadership in either removing environmental, attitudinal or legal barriers and/or has contributed to the attainment of independence for persons with disabilities by significantly supporting the growth of rehabilitation services throughout Virginia. The purpose of this award is threefold: (1) to

Award Descriptions

(continued on page 9)

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“Discover and Express Your Voice and Inspire Others to Find Theirs” (Stephen Covey)

Presented by

Virginia Rehabilitation Counselors and Educators Association (VRCEA)

The world has changed profoundly since Stephen Covey published his bestselling book, The Seven Habits of Highly Effective People.

A new mindset, toolset, or habit is needed to take us beyond effectiveness to greatness! When you engage in work that taps your talent and fuels your passion, that is your voice, your calling.

This workshop will share information and teach strategies to achieve The 8th Habit: The call and need for fulfillment, passionate optimism, and significant contribution. .

Come join us!

Workshop Presenter: Susan Green, M.S. Rehabilitation Counseling

Susan has been training rehabilitation professionals for over 25 years and is currently Trainer/Staff Developer/Coach for the Va. Dept. of Rehabilitative Services. She has worked as a rehab counselor and a rehab program manager. She has expertise in working with many special consumer populations, in leadership development, and in caseload/time management.

Date: Tuesday, August 19, 2008
Time: 10:00 a.m. to 3:00 p.m.
Location: SW VA Higher Education Center
One Partnership Circle, Abingdon, VA 24210
Cost: VRCEA Members \$15.00 Non-Members \$25.00

Registration forms and checks made payable to VRCEA should be mailed to:

Mary Kaye Johnston
c/o Dept of Rehabilitative Services
8004 Franklin Farms Drive
Richmond, VA 23229
mkaye1@cavtel.net

CRC Credits and/or CEs (by request and \$10 fee) will be provided
Accommodation requests must be made by August 8th

Please register in advance to ensure seating!

The registration form is located on Page 5 of the NewsNotes.



*“Discover and Express Your Voice and
Inspire Others to Find Theirs” (Stephen Covey)*

VRCEA August 19th Registration Form:

Date:

Name of participant:

NRA/VRA membership number:

Job title:

Address:

Phone number:

Email address:

Please make checks payable to: VRCEA and mail to the following:

Mary Kaye Johnston
c/o Dept of Rehabilitative Services
8004 Franklin Farms Drive
Richmond, VA 23229

Accommodation requests must be made by August 8th



Grants Awarded to 14 Community Programs Aimed at Helping People with Disabilities

~ Charlottesville Organization to Use Funds to Increase Transportation for Disabled in Rural Areas ~

Richmond, VA – Commissioner James A. Rothrock of the Virginia Department of Rehabilitative Services (DRS) announced today that grants totaling more than \$180,000 from the State Rehabilitative Services Incentive Fund (RSIF) have been awarded to 14 community-based programs across the state to address unmet needs and develop innovative programs for individuals with physical and sensory disabilities. The grants will be allocated through local Disability Services Boards (DSBs) with matching funds generated from local government, fundraising, or profit and non-profit organizations. Projects seeking financial assistance range from transportation to accessible housing, recreation to employment, and public awareness.

“Because Virginia is committed to supporting the advancement of all its citizens, we must continue to build and sustain local programs that enable individuals with disabilities to thrive in our communities,” said DRS Commissioner Rothrock.

In Charlottesville, the Jefferson Area DSB received \$13,450 for the Independence Resource Center to provide direct services to 80 underserved people with disabilities in remote areas and address transportation needs by increasing ridership through the JAUNT STARS program. Funding will also cover efforts to develop partnerships among employers and local agencies; raise awareness of disability issues in the community; and create a solid demonstration program for collaboration with other DSBs across Virginia.

“We are very excited about the possibility of extending para-transit services into rural areas by using these RSIF grant funds as a demonstration project,” says Tom Vandever, executive director, Independence Resource Center. “Because transportation often poses a significant barrier to employment for people with disabilities, this effort will prove very beneficial for those living in rural communities.”

RSIF grant proposals are submitted by local Disability Services Boards based on needs identified in their communities. Funds are awarded through a competitive grant review process with state funds administered by the Department of Rehabilitative Services.

For more information about the Independence Resource Center, contact Tom Vandever at 434-971-9629 or email tvandever@ntelos.net. To obtain more information about the local awardees, please contact Richard Kriner at 804-662-7059 or email Richard.Kriner@drs.virginia.gov.

The Virginia Department of Rehabilitative Services (DRS) is the state agency that provides and advocates for the highest quality of services to help persons with disabilities maximize their employment, independence and full inclusion into society. Through its 4 regional and 36 field offices, DRS provides a comprehensive array of services such as vocational counseling, career exploration, training, assistive technology, and other specialty programs that meet individual needs, interests and abilities. For more information about DRS, call 1-800-552-5019 (v), 1-800-464-9950 (TTY) or visit www.vadrs.org. Contact: Aileen Colorado
Phone: 804-662-7532
Email: Aileen.Colorado@drs.virginia.gov
Web: www.vadrs.org

Submitted by Richard Kriner



The CNI Trust Fund Advisory Board Welcomes

Governor Timothy M. Kaine announced the appointment of two members to the Commonwealth Neurotrauma Initiative (CNI) Trust Fund Advisory Board, effective July 1, 2008. Page B. Melton, of Richmond, President of the Source Group, LLC is newly appointed to the board to fill the vacancy for “a Virginian with a traumatic brain injury or caretaker thereof.” Ms. Melton is the caregiver for her husband, former Washington Post reporter Robert H. Melton. He sustained a brain injury in September 2003.

Gregory A. Helm, M.D., Ph.D. of Charlottesville, Associate Professor in the Department of Neurosurgery at the University of Virginia Health System was re-appointed to serve a second four-year term. Dr. Helm fills the vacancy for “a person licensed to practice medicine in Virginia experienced with brain or spinal cord injury.” Dr. Helm was instrumental in the establishment of the legislation creating the CNI Trust Fund, as he initially approached the late Senator Emily Couric with the idea as a means of funding research in neurotrauma.

The Code of Virginia specifies the number and types of members to serve on the Advisory Board. In addition to Ms. Melton and Dr. Helm, whose terms end in 2012, there are five additional members, including the Commissioner of the Department of Rehabilitative Services, the agency that manages and staffs the CNI Trust Fund and its grant program. Visit the CNI website at <http://www.vacni.org> for more information on members, grantees, and other general information.

The remaining CNI Advisory Board meetings for 2008 are scheduled on Friday, September 26 and Friday, December 5, 2008. Both meetings are held in Richmond and will begin at 10 a.m. All meetings are open to the public. Accommodations will be provided upon request. For more information, please contact Kristie Chamberlain, via voice at: (804) 662-7154 or electronically at kristie.chamberlain@drs.virginia.gov.

Submitted by Kristie L. Chamberlain

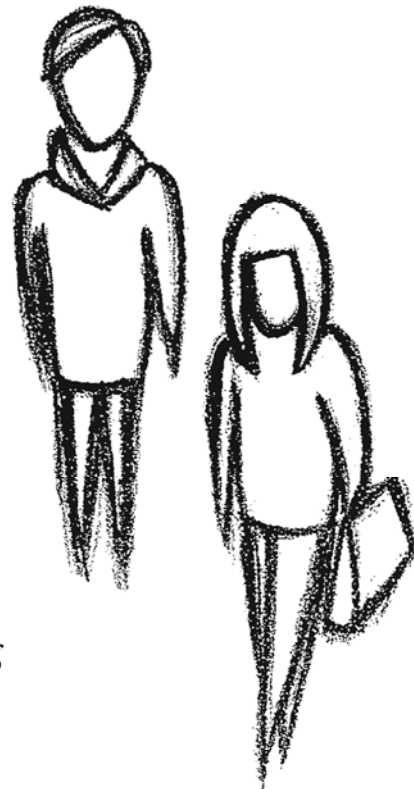
Community Based Services Division
Brain Injury Services Coordination Unit
Department of Rehabilitative Services
8004 Franklin Farms Drive, Richmond VA 23229
Phone: 804/662-7154; Fax: 804/662-7663
www.vacni.org





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Award Descriptions *(continued from page 3)*

develop a cooperative resource link between Virginia's Mayors' Committees/Commissions and the Virginia Rehabilitation Association; (2) to increase awareness and share information on innovative projects; and (3) to generate more activities and participation in barrier removal.

Dr. Roy M. Hoover Award for Outstanding

Medical Achievement: Dr. Hoover of Tallahassee, Florida, former Roanoke orthopedic surgeon and former medical director of Woodrow Wilson Rehabilitation Center, initiated this award at Woodrow Wilson Rehabilitation Center. In 1969 WWRC requested that the Virginia Rehabilitation Association accept the responsibility for its administration. It honors a physician practicing in Virginia who has given outstanding medical rehabilitation services to persons with disabilities and whose contributions are substantial. This nominee may have a local, statewide, or regional impact on services to clients through rehabilitation, in the field of medicine or in any field, rehabilitative in nature. Length of service in Virginia and voluntary efforts is a consideration.

A. R. Dawson Humanitarian Award: In 1971, Dr. Dawson, Director of geriatric and rehabilitation services for the Virginia Department of Mental Hygiene and Hospitals, initiated this award with a \$1,000 grant and presented the first award. It is presented for outstanding services to people with disabilities by a practitioner, who is not in an administrative or supervisory position. Awarded to a professional person having direct contact with persons with disabilities in the rehabilitation process, and whose efforts have had a significant impact on their lives. Individuals may have worked in psychology, vocational evaluation, or medical specialties.

R.N. Anderson Award for Leadership: In 1986 a classroom at Woodrow Wilson Rehabilitation Center was dedicated to the memory of Mr. Anderson, the first Commissioner of the Virginia Department of Rehabilitative Services. This award is given to a current member of the Virginia Rehabilitation Association who has demonstrated excellence in services to persons with disabilities. The first R.N. Anderson Award was presented in 1961.

Virginia Rehabilitation Association Distin-

Award Descriptions (continued on page 16)



Send VRA News for the October 2008 issue by **9/27/08**. **Other news from the VRA Board Meeting can be submitted 5 days after the meeting.** Please send all the VRA articles by email to Steven Sommer at **steve.sommer@drs.virginia.gov**. Also read the NewsNotes at **www.vra.org**

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Contact Person: _____

Please check the appropriate box and send your donation with a check payable to: Virginia Rehabilitation Association. Send to Howard Green at the address below!

Howard Green

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Phone: 804-828-9548 (o)

804-305-3999 ©

804-828-2193 (f) Jgreen1949@verizon.net



VRCEA Update For June 2008

It is an exciting time for VRCEA!!! With several workshops and trainings, to an increasing membership, to updating the Constitution and Bylaws, to making plans for Collaborations 2008, our Officers and Board are very busy these days!!

Our Program & Professional Development Committee is in the process of finalizing trainings and workshops for 2008. We had a wonderful turnout for our training by Dr. Vernon Sylvest on the June 3rd, regarding "The Formula: Who Gets Sick, Who Gets Well," and are still receiving comments and requests for additional workshops on this topic.

On August 5th, Dr. Allen Lewis, Associate Professor and Chair of the Rehabilitation Counseling Department at Virginia Commonwealth University, will present "Working with Culturally Diverse Individuals with Disabilities" in Richmond. Dr. Lewis, a well-known speaker across the country, will provide valuable information to all who attend this 'hot topic' workshop!!

Back by popular demand, Susan Green, of the Department of Rehabilitative Services, will be presenting "Discover and Express Your Voice and Inspire Others to Find Theirs" in the southwest area on August 19th. We are fortunate enough to have convinced her to travel across the state to relay her motivating message!! Don't miss it!!

VRCEA is privileged to have Dr. Marinell Miller, a psychologist and coordinator of the Post Traumatic Stress Disorder (PTSD) Clinical Team, and the Post Deployment Transition Program at the VA Medical Center in Hampton, Virginia, submit a proposal for the 2008 Collaborations Conference. She will address the unique needs of returning combat veterans with an emphasis on PTSD and the implications for vocational planning and placement.

VRCEA is currently recruiting rehabilitation counselors and educators!! If you would like to become involved in promoting the field of rehabilitation, as well as expand your knowledge through upcoming opportunities and trainings, in addition to gaining those valued CRC credits, just let us know!!

The next VRCEA Board Meeting is scheduled for Tuesday, August 5th at 2:00 pm at the Tuckahoe Library in Richmond.

For further information about VRCEA, please contact:

Debbie Veale 757-865-3111
deborah.veale@drs.virginia.gov

Submitted by
Debbie Veale, VRCEA President





“Working with Culturally Diverse Individuals with Disabilities”

Learn to be more effective in taking on the challenge of understanding and addressing cultural issues when working with individuals with disabilities from culturally diverse backgrounds.

Workshop Presenter

Allen Lewis, Ph.D., CRC
Associate Professor & Department Chair
Department of Rehabilitation Counseling
Virginia Commonwealth University

Date: *Tuesday, August 5, 2008*
Time: *10:00 am to 1:00 pm*
Location: *Tuckahoe Public Library
1901 Starling Drive
Richmond, Virginia, 23229*
Cost: *VRCEA Members \$15.00 / Non-Members \$25.00*

To request accommodations and / or register contact:

John Santoski @ (434) 972-1730 x105 or

santoski@worksourceva.org

Make checks payable to VRCEA

Mail payment to

John Santoski @ WorkSource Enterprises

1311 Carlton Avenue Charlottesville, Virginia 22902

sponsored by

**Virginia Rehabilitation Counselors and Educators Association
(VRCEA)**

Please register in advance to ensure seating!!

Registration begins at 9:30 am

Pre-registration deadline: Friday, August 1, 2008

CRC credits provided!!!



WWRC Accessible Trail Opening Scheduled

Fishersville, VA – The Woodrow Wilson Rehabilitation Center (WWRC) will open its Accessible Trail during a brief ceremony on June 24, 2008 at 1:00 PM

The STAR (Supporting Therapeutic Access to Recreation) Trail is an accessible finely crushed and packed stone trail which will be open to pedestrians, joggers and wheelchair users. The half mile trail enters a pine forest above the picnic shelter at the WWRC Lake and crosses the lake onto a small island. The winding pathway continues across a bridge and loops around the Lake returning to the picnic shelter. Along the way, the Trail features benches, resting areas and pleasant landscaping. A six-station outdoor fitness area, fishing platforms and barbeque pits (at the shelter) are located along the Trail.

Following the ribbon-cutting ceremony, all are invited to take an enjoyable stroll along the S.T.A.R. Trail. WWRC will be launching the S.T.A.R. Trail "Be A STAR Walk and Roll" Challenge aimed at encouraging increased physical activity and enjoyment of the beauty of this natural setting. Light healthy refreshments will be served.

Background - Construction on the STAR Trail began in the spring of 2006, when WWRC received a small grant from the Christopher Reeve Foundation which was matched by a grant from the WWRC Student Government Association. A grant award through the Augusta Health Corporation's Community Health Foundation in excess of \$10,000 enabled addition of outdoor fitness exercise equipment and trail edging. Continued construction through 2007 was funded through private donations and a grant from the WWRC Foundation. In the fall of 2007, James A. Rothrock, Department of Rehabilitation Services Commissioner, approved an agreement with the Department of Conservation and Recreation that allowed WWRC to access an additional \$49,332 grant funded through the Virginia Recreational Trails Fund for completion of the first loop of the S.T.A.R. Trail.

Woodrow Wilson Rehabilitation Center is the first state-owned and operated comprehensive rehabilitation center in the country. WWRC provides comprehensive medical, assistive technology and vocational rehabilitation services to persons with disabilities to help them gain increased independence and employment. WWRC is a division of the Virginia Department of Rehabilitative Services.

Submitted by Keith Burt
Marketing Director at WWRC



Support the Journey

What happens when the spirit of hope and recovery gets mixed with creativity, good intentions and a growing belief that even the little things make a big difference? Well, what happens is the formation of a business that is demonstrating how powerful a visual reminder can be in helping us to remember who we are as human beings and stay focused on what is truly important. Karen Morton, co-founder of Support the Journey, has turned her hobby of making jewelry into a creative way of reminding individuals about the triumph of recovery and the celebration of the “lived experience.”

Ms. Morton founded Transflection Designs three years ago and has since integrated her life experience and relationships to grow Support the Journey. Through networking, she began to publicize her jewelry and artwork as a way of raising proceeds for charitable organizations, such as the Pennsylvania Mental Health Consumers’ Association (PMHCA), the American Breast Cancer Foundation (ABCF) and the Women’s Professional Racquetball Association (WPRO). Last year, Transflection Designs paid forward over \$3,000 to their partners and expect this to represent only a fraction of what will be raised through the growth of Support the Journey.

Support the Journey offers messaging through jewelry, posters, and outerwear that is intended to spark recognition and conversation about the very things that our world tends to dismiss, a message that many hunger for...and that is regard for humanity, feeling, change, and hope. Support the Journey Recognizes the Strength, Resiliency and Tenderness of the Human Spirit. While the jewelry can be customized, the most recognized artwork contains two Chinese symbols, which represent recovery. According to Ms. Morton, each piece is made completely by hand and takes about 20 to 30 minutes to complete.

Apart from raising funds for worthy endeavors, Ms. Morton is especially moved by the inspiration derived from the “ripple effect” of the messages sent through her art. Several of her customers have contacted her personally proclaiming on how her products have given them strength on their journey. She says, “I believe in how this has been reaching people. There’s been so much validation.” Mary Kohut, Executive Director of the Pennsylvania Mental Health Consumers’ Association, has seen a similar response as she assists in publicizing the artwork. According to Ms. Kohut, “From a consumer’s perspective, this is the kind of thing we love to see, because it is inspiring.”

Support the Journey has recently seen a great leap in interest and exposure. For the future, Ms. Morton envisions the number of partners expanding which means an increase in the variety of donation options, as well as having individuals in recovery assist in the production. But as for the present, Ms. Morton is simply pleased to see her artwork inspire so many.

Those interested in viewing the catalog are encouraged to visit: www.supportthejourney.com or www.transflectiondesigns.com

Information provided by Karen Morton and a publication of the Pennsylvania Community Providers Association



COLLABORATIONS CONFERENCE 2008

SAVE the DATE

October 5 – 7, 2008

At the Wyndham Hotel in Virginia Beach, VA

This year we are fortunate to have

Denise Bissonnette

as our keynote speaker

Denise is a talented author, poet and curriculum developer, She is one of North America's most sought-after speakers on career development, employment and training, and cultivating the human spirit. Visit her website at www.diversityworld.com to learn more about what she has to offer.

***Collaborations this year will begin on Sunday, October 5th at 3pm with our keynote speaker!
(Reception to follow)***



Award Descriptions *(continued from page 9)*

guished Achievement Award: Awarded to a person with a disability who has demonstrated imagination, perseverance, resolve, and an indomitable spirit in working to overcome barriers in their lives resulting in a better quality of life for themselves and others. When making nominations for this award, volunteer work, part time and full time employment is a consideration but not a requirement.

Corbett Reedy Award for Excellence: This award was created in 1985 to honor Corbett Reedy who was a Virginia Rehabilitation Association service provider, as well as an official of the Rehabilitation Services Administration. Upon his retirement to his native Virginia, he was appointed to serve on the policymaking Board of the Department of Rehabilitative Services. Awarded to a resident of Virginia currently involved in the rehabilitation field, but not limited to rehabilitation professionals. This person must have creatively pursued excellence in contributions to the rehabilitation program, projects, issues, publications or a significant rehabilitation cause. Excellence in the field of service to persons with disabilities is recognized through this award.

VIRGINIA REHABILITATION ASSOCIATION AWARDS NOMINATION FORM

Name of Award_____

Name of Nominee_____

Nominee's Address_____

SUPPORT FOR NOMINEE

(1) On a separate page, please submit a statement detailing why the nominee is deserving of the award. Please provide historical information that supports the nomination. The nominee's resume or curriculum vita may also be included.

(2) Please include supporting documents from others knowledgeable of the nominee's outstanding accomplishments.

Name of Nominator_____

Nominator's Address_____

Telephone Number (H)_____ (W)_____

E-mail Address_____

Signature_____ Date_____

Nominations and supporting documents must be received by:
Eleanor Williams, 8004 Franklin Farms Drive, Richmond, Virginia 23229 or
eleanor.williams@drs.virginia.gov

DEADLINE FOR NOMINATIONS IS AUGUST 22, 2008



VARL

LEADERS EMERGE !

Virginia Association for Rehabilitation Leadership

"The VARL MISSION is to develop, improve and strengthen leadership skills and practices in both public and private rehabilitation organizations."

I have attended a couple of training activities lately and been struck by how often the word TRUST comes up. It is often explicit in Ethics training, but what does it really mean? Can you trust someone if they don't trust you? Can you be a leader without trust? It seems to go without saying that a follower trusts their leader, but does that always play out? Can you be a good leader if your followers don't trust you?

There are no easy answers. In *THE SPEED OF TRUST* by Stephen M.R. Covey, he states *"Contrary to what most people believe, trust is not some soft, illusive quality that you either have or you don't; rather, trust is a pragmatic, tangible, actionable asset that you can create – much faster than you probably think possible"*.

Hmmm. Pragmatic, tangible and actionable. That means it deals with the practical, is capable of being understood and evaluated and it is able to be put into action. As a leader, one has hope that if they can learn how to trust and let others see it and that the leader is consistent in their actions, then ultimately they will gain the trust of others. Trust implies confidence and as Covey noted, the opposite of confidence is suspicion...something all leaders want to avoid in their relationship with their followers.

Amy Armstrong will be the VARL sponsored speaker at the 2008 Collaborations Conference and her topic will be PEARLS for Life Transformation – a time for you to look at your situations and figure out what you can do to enhance your personal and professional life. Essentially exploring how much you trust yourself. We hope many of you will take that opportunity.

VARL will also be sponsoring a Situational Leadership training on October 29 with Sabrina Harman from NISH in the Central Va. Area and this too will help you recognize how to trust those you work with and adapt your style to theirs so that success can be the result.

Leaders Emerge! (Continued on page 18)



Leaders Emerge ! (Continuation from page 17)

Look for our announcement regarding our first Annual Emerging Leader award. What better way to acknowledge the trust and confidence you have in a young leader than by nominating him or her for this incredible award. The awardee will receive a plaque and a one year membership (or renewal) to both VRA and VARL. It is our way of saying thank you for showing your leadership skills to others.

We are over 50 members strong and continue to be. We invite each and every one of you to our quarterly meetings which will be from 10:00 AM to noon, with a half-hour training experience starting at approx. 11:30 AM.

The dates are: **Thursday August 7 (host site – Fishersville)**
Thursday December 4 (host site -Richmond)

Look for more information on the web site and via email. We hope many of you will join us to see what is happening in the world of Leadership development.

Yours in leadership,

Shirley Lyons, VARL President, lvo@co.henrico.va.us

VARL 2008: President – Shirley Lyons, President Elect – Jack Smith, Past-President – Jim Hall, Treasurer - Eleana Boyer, Secretary – Amy Mosher, Board Members Naomi Aitkin, Teri Bertsch, Ned Campbell, Doug James, Ellen Braswell and Jane Bennett

References:

Covey, Stephen M.R, *The Speed of Trust: The one thing that changes everything*, 2006, Free Press, Simon & Schuster, New York





VARL EMERGING LEADER AWARD

Eligibility

1. Individual must be involved in the field of vocational rehabilitation (employee, teacher, intern, volunteer, etc.).
2. No restrictions regarding age, years of experience in field or current role in the field.
3. Nominator must be a VARL member but nominee need not be a VARL or VRA member.

Criteria for Emerging Leader Award

The VARL Emerging Leader award recognizes an individual who has demonstrated leadership potential within the field of Vocational Rehabilitation. This emerging leader will have demonstrated a commitment to the advancement and development of exemplary leadership qualities through innovative thinking, leadership of others, effective participation in leadership activities, and study leading to a positive impact on the vocational rehabilitation community.

Nomination Process

1. You may email, fax or mail nominations to Doug James. Nominations are due by August 15, 2008.
2. Please include with your nomination your contact information – name, email address and phone number.
3. Include in your nomination a statement as to why you believe your nominee is deserving of VARL's "Emerging Leader" Award.
4. Please include any documents, letters, etc. in support of your nomination.

Nominations should be sent to Doug James no later than August 15, 2008

Email: drj922@gmail.com

Fax: 703-277-3500

Mailing address: 7584 Blanford Court, Alexandria, VA 22315

Winner will receive a one year VRA/VARL membership or renewal.

Questions? Email Doug James or call at 703-277-3562

Virginia Rehabilitation Association
PO Box 71864
Richmond, VA 23229-9998
<http://www.vra.org>

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